

EEO Public File Report					
Cox Media Group - Tampa Radio					
WHPT-FM, WDUV-FM, WWRM-FM, WWMR-FM, WPOI-FM					
EEO Public File Report Part 1					
Reporting Cycle: 10/01/2021 - 09/30/2022					
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
1627 (Marketing Consultant)	4/23/2021	10/11/2021	LinkedIn	7	2
		6/6/2022	Cox Media Group	5	0
1946 (Digital Sales Strategist)	8/1/2021	9/20/2021	Cox Media Group	3	2
		10/18/2021	LinkedIn	1	1
			Internal Employee	1	0
2100 (Media Consultant)	8/16/2021	11/29/2021	Cox Media Group	1	1
			LinkedIn	3	0
2229 (Media Consultant)	9/14/2021	11/29/2021	Cox Media Group	2	1
			LinkedIn	2	0
3514 (Promotions & Activation Lead)	4/25/2022	7/5/2022	Cox Media Group	1	1
3858 (Business Development Consultant)	7/14/2022	9/12/2022	LinkedIn	5	1

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EEO Public File Report Part 2			
Reporting Cycle: 10/01/2021 - 09/30/2022			
Recruitment Sources Used for All Openings			
No.	Recruitment Source	Contact	Entitled to Notification
1	Directly sourced by CMG Recruiter	CMG Recruiter	N
2	Indeed	Internet Posting	N
	Internet - www.indeed.com		
3	LinkedIn	Internet Posting	N
	Internet - www.linkedin.com		18
4	Broadbean job distribution	CMG Recruiter	N
5	Circa	State Job Boards/Diversity job boards Internet Posting	N
6	ZipRecruiter	Internet Posting	N
	Internet - www.ziprecruiter.com		
7	Cox Media Group or CMG Employee Network	CMG career sites (internal/external)	N
			12
8	Referral	CMG Employees	N
Recruitment Sources Used for Specific Vacancies			
9	Internal Employee		N
			1

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EEO Public File Report Part 3					
Reporting Cycle: 10/01/2021 - 09/30/2022					
Longer-Term Recruiting Initiatives					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	EDGEucate	24 x 7 on-line learning library providing resources for skills improvement, professional development, and develop professional skills and take targeted training	Career Development	Open to all CMG employees
2	Ongoing	Diverse Job Bank Career Listings - Circa	Cox Media Group entered into agreement to post all external Job Openings through Circa, as well as affiliated career websites through Direct Employers.	Broad Outreach	CMG Talent Acquisition
3	Ongoing	CMG Digital Virtual School	Several Curriculum training programs offered to the Sales Team to help develop skills to succeed. Independent developmental training offered to all new sales employees. Monthly group digital sales training webinars and discussions offered to the sales team to enhance their skillset. Course training for career accreditation encouraged upon sales team by their leaders.	Training	CMG Tampa Sales Employees
4	6/7 - 8/18/2022	College Intern Program	Hosted a paid college Intern from an area school over the course of the Summer semester to expose them to the broadcasting environment.	Internship Program	Megan Chase
5	8/10/2022	Hiring with Diversity in Mind Playbook	To help Cox Media Group in our efforts to do better, we partnered with CMG's Talent Acquisition Team to create the "Hiring with Diversity in Mind" playbook. This playbook provides hiring managers with tips and strategies to ensure there is an intentional focus on diversity, equity, & inclusion during the recruiting and hiring process, and assist us in meeting a goal to increase the diverse representation within.	Training	All CMG Tampa Hiring Managers